

CENTRAL INTELLIGENCE AGENCY

25X1

SUBJECT **Employment Procedures for Factory Apprentices/
Compulsory Political and Labor Organizations/
Worker's Documents**

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2. "A boy in Bulgaria who is about 14 and who wants to become a skilled industrial worker must leave his village. If he is from one of the restricted frontier areas (Zone I or Zone II) he must have an identity card (Liczen Paszport) properly stamped in the county militia office stating he is a resident of a frontier zone. He must also have a special document called the Otkrit List, which entitles him to move in the frontier zone. That paper is issued by the village Soviet. These two papers are a must in order to make a trip to the nearest town.
3. "A boy who wants to travel and who is not a resident of a frontier zone needs only his identity card. But he also should take with him a certificate from the Dimitrov Association of Democratic Youth (DZML). That certificate is issued to members only. If the boy is not a member he should take a certificate to the effect that his father is or was a member of some kind of a Communist group.
4. "The boy then goes to the factory in which he wants to work and obtains application forms for employment. He must fill in these forms, write his detailed biography, attach as enclosures all certificates, then he is ready to make his application. He must deliver it personally to the factory director. The director is the man who does the hiring.
5. "If certificates are missing, the director sends the application to the secretary of the CP branch in the factory. The secretary and another official who is in charge of membership (Kadrovnik) study the application, collect all available information about the boy, his family etc. Then they call the boy and ask him to appear personally. He is asked why he does not belong to the Youth Association. Irrespective of his answer they immediately ask the next

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question: Would he join the Association if he got a job. If he answers in negative he will be rejected and will have to go back to his village. If he agrees, he generally gets the job.

6. "The boy then becomes an assistant to a skilled worker. He cleans the workshop or machine, hands over instruments and tools to the worker, etc. This lasts while he learns the job, between six and 12 months, depending on his individual ability. During that period the boy receives eight leva per day. The amount of apprenticeship pay is determined by a central office in Sofia: it is eight leva for all branches of industry.

Dimitrov Association of Democratic Youth

7. "On the first day of work the boy will be approached by the secretary of the Youth Association in the factory. In some factories where juvenile employment is high there are several branches of that Association, with 50 - 55 members each. In the factory Sierp : Mlot in Gabrovo there are five branches. The secretary of the Association has the names of all the boys in the age bracket 14 to 26. Immediately after a newcomer is registered he notifies the secretary of the appropriate branch.
8. "The secretary will introduce himself to the boy, will ask about his home, his political views, why he decided to leave his village, etc. Although the secretary knows very well that the boy does not belong to the Association he will still ask if he was a member. Once he hears a negative answer other questions follow: Why doesn't he belong? Is there anything which would attract him to the Association? That is followed by a sales talk including description of the entertainments and other privileges membership gives. The secretary hands the boy a membership blank which reads as follows:

'Molba - Do Sekretaria Na Dimitrowskija Sajuz Na Narodnata Mladez. Drugariu Sekretar, Molia da Bada Prijet Waw Dimitrowskija Sajuz na Narodnata Mladez, Kato Imate Pred Wid Cze do Segs ne Sam Uczastwual Waw Nikakwa Organizacja i Sled Toja Delag Ziwot Otdelen ot Organizacjata az Iznamiram za Dobre, Kato Obesztawam, Cze Szte Bada Edin ot Najdejnite Czlenowe na Dsnm da Bada Prijet w Organizacjata na DSNM Sas Drugarski Pozdraw' (Bulgarian text)

(Rough translation: 'Application - to the Secretary DZML. Comrade Secretary, I ask to enroll in the DZML. So far I have not belonged to the Association, to this one or to any other. After such a long spell of being outside the ranks of the Association, I think that I shall be one of the most active members. My life outside the Organization was all right. I hope to be admitted. With friendly greetings.....')

9. "That application is prepared by the secretary and given to the applicant for signature only. The application is then sent to the secretary of the entire Youth unit in the factory. His official title is 'Zawodski Sekretar Na DSNM'. This official reads the application at the next meeting of all the members of the DZML in the factory and asks if anyone knows the boy and can comment on him. The applicant is present at the meeting. If there are people who know him they are encouraged to speak. Once all of them have had the chance to speak the applicant is given the floor. It is up to him to answer all criticisms. He must defend himself and convince those present that he is a reliable person. The applicant then gives a solemn promise that he will be an active member of DZML. After that ceremony his application is voted upon, while the applicant himself withdraws. Nobody discusses the results of the vote.
10. "If the applicant is rejected the secretary of the Association sends the entire file to the secretary of the CP of the factory. At that state both secretaries decide that the boy must be fired from his job. In addition, the membership official requests from the People's Soviet in the boy's native village and from the secretary of his local DZML full information about the boy and his family. This information provides the decisive factors if the boy

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is to be admitted to the Association. The boy is called before the Kadrovník who reads to him the letters from the village and the opinions expressed at the meeting and informs him that he cannot remain in the factory. The boy is then given 15 days to find himself another job. After that period he must leave the factory.

11. "At the meeting only those members who know the applicant personally have the right to vote. If there are no such members the decision rests entirely in the hands of the secretary of the Factory Branch of the Youth Association. It is also his responsibility to admit the boy or to reject him.
12. "Every new young worker goes through the above procedure. It applies to factory workers as well as to the workers of other large enterprises. Previous membership in the Association and a note from a branch secretary helps a little. But in every case information is gathered and checks are made on the person's behavior record.
13. "After admission to the Dimitrov Youth Association the boy works in his factory and attends the meetings of the Association. At one point he will get his first organizational assignment. The most usual assignment is to watch, during a given period of time, the behavior of one of the older workers. Naturally that man does not know about it. At the same time a trusted member of the Association receives orders to check on how well the boy executes his assignment and also to watch the man himself. Such assignments are usually given by the general secretary of the factory's Youth Association unit together with the secretary of the city's Association. The two men pass the assignment to the secretary of the branch to which the boy belongs.
14. "After the specified period, the boy gives his report to the secretary. This is done orally; the two are alone. The secretary repeats everything to the factory secretary who in turn compares it with the other report received from the trusted member of the Association. If the two don't match, the boy gets reprimanded. This first reprimand is done privately. After a few days the boy receives a similar assignment with a warning that he betrayed his Association earlier; he must improve. If this time the boy's report does not jibe with that of the trusted member of the Association, the boy gets a reprimand in public and is warned that if he does not fulfil his assignment the next time he will be fired from the Association. If that occurs the secretary of DZML in the factory informs the secretary of the Party, who in turn informs the Kadrovník. The boy is fired from the factory as an 'enemy of the state and of the people.'
15. "The earliest a boy can get his identification card from the Association is a month after his admittance. During the interim he is supposed to fulfil at least one assignment properly. To pick up his card he must call personally on the County Committee of the Association, almost always around midnight. The receipt of the card is a special occasion flowered with all sorts of Communist promises and pledges.
16. "As a member of the Association the boy pays 1.20 leva in dues and once or twice a year an additional amount of two to five leva or some kind of military fund. Each member of the DZML must subscribe to the daily Narodna Mladez. This costs five leva per month and must be paid for six months in advance, preferably a year.

GRPS - The General Trade Union

17. "After the boy is admitted to the DZML he is approached by the chairman of the working group to which he belongs (Proigrunowrog). The regular approach is as follows: 'You have been accepted in the Association, you have got a job and now it's time to join the GRPS (which is the general Trade Union Obst Rabotniczeski Professionalen Sajuz). If the proper authorities learned

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that you were not yet a member, you would be fired.' He gives the boy a form to fill and sign. This is an application addressed to the chairman of the Profkomitet of the factory asking admission to the union. On the application the boy must give the date, the date he started work, his type of job, the division in which he works. The Profgrupoworg takes the application to his chairman, who is in close contact with the secretary of the CP branch in the factory and with the officials of the DZML. He knows all about the applicant so he simply fills in a resolution asking his admission and instructs his subordinates to make the group move accordingly. The Profgrupoworg calls his group to a meeting to which the boy is also invited. At that meeting the official informs his members that the new member has been admitted. Then he explains the tasks of ORPS and a new member's obligations. His main theme is insurance dues and insurance in general. A 'Profgrup' is composed of 17 to 19 workers, working closely together. Such a group has its own 'Progrupoworg'. All the Profgrups of a given factory are subordinate to the Prof-Committee of the factory. The hierarchy goes up through the levels of ORPS-city, ORPS-county, ORPS-district and finally ORPS H.Q.

18. "Two or three days after being admitted to ORPS the boy receives his work book (Trudova Knizka). This is mailed from the ORPS-County administration on the factory Prof-Committee's request. The Profgrupoworg takes it to the boy. The 30th of every month the Profgrupoworg goes to the treasurer of the factory and checks on the amount every member has earned to date. Then he goes to each member of his group and glues into his work book a stamp worth one per cent of the earnings to which he is entitled (not those which he actually receives). The next step is to pay membership dues, which are at the same time an insurance premium. If a man fails to pay dues for three months he loses his social services. In addition to these dues each member must subscribe to Trud which costs 5 leva per month and must be subscribed in advance for at least three months.

DOSO- Voluntary Defense Organization

19. "Once all these formalities are complete and the boy is a member of both DZML and ORPS, a representative of DOSO (Voluntary Organization to Cooperate with Defense - Dobrowolna Organizacja Za Sadejstwo Na Otrbrana) will call on him. The man will say, 'Comrade, you are already a member of DZML and ORPS. You are permitted to work in a state factory. Now you must also be a member of DOSO. If you can accomplish your assignment from DZML, you will also be able to accomplish whatever DOSO asks you to do.' The boy has no choice. He has to become a member of DOSO. The man is ready to write his application, which is without any formal blanks, and which must be addressed to the DOSO secretary in the factory. In the application the number of DZML identification card must be included and a detailed biography must be spelled out. Only DZML members are eligible for DOSO membership. The representative passes the application to the secretary who in turn hands it over to the town DOSO Committee.
20. "When the boy is admitted to DOSO, he starts with a course which will make him a 'people's fighter' (Naroden Strelec). In each large factory there is a special instructor for rifle and shooting exercises and each such factory has its own shooting range. At the Sierp and Mlot Factory in Gabrovo the instructor is a man called Stefan Dobrev from Gabrovo, an old Communist, with high school education, a shoemaker by profession. He was a political prisoner prior to 9 Sept 44. After the Communists took over in Bulgaria he became a political officer attached to a frontier guards unit. [redacted] In the Naroden Strelec course the boys learn how to operate a Wintovka rifle. Each pupil receives one rifle. Normally the rifles are kept in the headquarters of the town DOSO. If the exercises last two days, the pupils can leave their rifles in the local factory DOSO offices. In this course they learn various parts of the rifle, about bullets and about firing. In addition to the rifle the boys study the

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Soviet made pistol TE-TE. They learn the characteristics of this pistol and how to operate it. They also learn about hand grenades, both offensive and defensive, and have exercises in throwing grenades. The course includes 65 lessons, two hours per week. At the end the pupils must submit to an oral examination and four hours of shooting exercises. This is done under the control of the DOSO city committee. On the range each pupil shoots five rounds of ammunition, five pistol shots and throws hand grenades. On a tree about 30 meters from the pupil are placed four squares with holes each 25 cm in diameter. The grenade should go through one of the holes and land 10 meters farther. The grenades are equipped with caps, which explode when they hit the ground. The examiners note with a stopwatch the time the grenade is thrown and the time of explosion.

21. "Three or four days after the examinations the pupils receive the following diploma:

'Mladez(name) c zavorszil uspeszno kursa naroden strelec I, II lub III stepen nas popadenie... toczki, hvarlil bombata na... metra'

('Young man..... has been graduated from the course of 'Peoples Fighter' with the rank of I, II or III marksman, with number of points. He threw the hand grenade a distance of..... meters')

The diploma is signed by the DOSO town secretary and his opposite number in the factory. Three to six months, after receiving the diploma the boy receives a round, white badge, on which the red letters, DOSO, are engraved.

22. "During the course the boy is under constant scrutiny. His fighting abilities and other talents are closely examined. His political ideology is checked. Later, certain DOSO members are selected to work closely with the internal army unit. In Gabrovo such units are called Bajkalci.

Job Promotion

23. "After the initial period of six to 12 months, during which the boy works as a factory apprentice, he approaches his boss or the man in charge of his working brigade and declares his readiness to work on his own. His boss reports this to the technical director of the division in which he works. The latter writes an official letter relaying the boy's request to the technical director of the factory. The latter calls a meeting in which several people participate: divisional technical director, brigade leader and the boy's immediate foreman. During that meeting they consider whether the boy is fit for independent work. If they decide that he is ready, his boss informs him accordingly that starting the next day he will work on his own. This will be considered a trial period, lasting from one to five months. If the boy's production proves defective he will be returned to his former status. In such a case he is simply told that he is not quite ready to tackle his job alone. In addition he must pay the factory the amount of loss incurred through his defective production. His boss reports the defects to the divisional technical director. The latter, together with the boss and the brigade leader personally check the problem. They declare the amount of loss in terms of money. Their decision is sent to the general technical director, who in turn studies it. One copy of his decision goes to the boy, the other copy to the cashier. The latter deducts the amount due from the boy's next paycheck.
24. "During his trial period the boy must fulfill the usual norm set for workers of his given category, but he receives only eight leva per day. After the trial period is over he starts working in accordance with the general principles set for all the workers. If his production is defective he receives a warning from his foreman and pays for the loss. If the same defect occurs

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again in the same job, the boy receives a warning, pays a fine and is singled out during a general meeting of all workers of his division. The technical director makes the public denouncement in such cases. He also warns the boy that a third report of defective production will make him a 'saboteur'. If that should occur the boy is fired. An entry is made in his work book that he has been fired as a saboteur. According to the labor law, this deprives the guilty person of his right to obtain employment for six, nine or 12 months. During that period the only kind of work he can hope to obtain would be ditch digging, wood chopping or working in a quarry.

25. "If, in his job, the boy proves himself a good activist in the Dimitrov Association of Democratic Youth but a bad worker, he is called before the factory DZML secretary of DZML. He is criticized for his poor productivity and asked for explanations. He will be asked all sorts of questions: who worked before him on the same machinery? Who works next to him? Do the neighbors interfere with his work? If both neighbors are reliable, the secretary will ask the boy which sort of job he could perform better. The boy is transferred to the type of work he has indicated. DZML activists may pass from one factory section to another for weeks before they find a place where they will not compromise themselves. If an activists proves unable to adjust himself to any kind of skilled work, he is then sent to work in the office. In one section of the Sierp and Mlot factory such a boy was made 'cultural officer' of the factory. [REDACTED] of an activist being fired. Numerous activists are singled out as examples of the best workers. Their productive figures are broadcast over the factory radio."

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